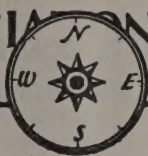


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The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS



May 1940

AASW Program at Grand Rapids

Announcement of National Nominations

Methods of Training for the Child Welfare Services

*Immediate Objectives Derived from the AASW
Position on the Public Social Services*

Moves for Health

Volume XXI

Number 8

AASW Meetings at Grand Rapids

Friday, May 24—10 A.M.

Black and Silver Room,
Civic Auditorium

DELEGATE CONFERENCE

including morning, afternoon and evening sessions

Saturday, May 25—10 A.M.

Black and Silver Room,
Civic Auditorium

DELEGATE CONFERENCE

morning and afternoon sessions

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Sunday, May 26—10 A.M.

Room 224, Hotel Pantlind

Committee on Chapters — Open Meeting with Chapter
Chairmen or Their Representatives

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Sunday, May 26—4 P.M.

Room 224, Hotel Pantlind

Meeting of the National Board

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Wednesday, May 29—3:30–5:00 P.M.

Red Room, Civic Auditorium

The Professional Association in Action
Reports on Several Chapter Projects

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Thursday, May 30—2:00–3:30 P.M.

(See National Conference of
Social Work Program)

Citizens' Groups as Interpreters of Public Welfare

Meeting sponsored jointly by the American Public Welfare
Association, the Social Work Publicity Council, the National
Committee on Volunteers in Social Work, and the American
Association of Social Workers.

Immediate Objectives Derived from the AASW Position on Public Social Services

THE following is a nineteen point program of immediate objectives in legislative and administrative policy derived from the Statement of AASW Position on Public Social Services. (See April COMPASS.) It will be discussed along with that document at the Delegate Conference.

In a number of instances there are actual measures embodying these objectives currently before Congress and the several state legislatures. These bills are not noted here. They are subject to change by amendment or substitution at any given time. National and chapter activity must necessarily be directed to the current status of each measure, in relation to the Association's goals.

Acceptable interim steps include partial measures sponsored as an approach to Association goals.

IMMEDIATE OBJECTIVES

A fourth category in the Social Security Act to provide grants-in-aid for general assistance.

Adequate funds to maintain health and decency for all in need.

A work program to employ approximately 50% of estimated unemployed at any given time with no means test. Eligibility to rest on work history and availability of other employment. Wages to follow federal, state and local standards.

Extended insurance coverage to include nonprofit workers and other groups not now covered, shorter waiting periods—extension of duration of payments.

Health insurance to provide for loss of income due to illness or disability.

Medical care and health service provided or guaranteed free or at cost within reach of all.

Low cost housing.

Training and retraining for youth and occupationally displaced adults without a means test and not subject to wage and other restrictions of a regular work program.

Integration of programs so that they fit together and provide adequate care for all persons in need. Research to aid planning.

Financing which places costs on those best able to bear it.

ACCEPTABLE INTERIM STEPS

Coverage for any part of the general assistance load, not now included. More adequate coverage through state and local legislation in absence of federal grants.

Increase level of present grants. Develop current information on comparison of assistance grants with costs of living.

Immediate increase in WPA, NYA, CCC, etc. pending development of a real work program. Discouragement of local "work for relief" programs as a substitute for WPA.

Coverage of nonprofit groups under old-age insurance.

Medical care for indigent.
Group medical and hospital services.
Federal subsidies for hospitals.

Expand NYA, CCC and vocational services in the U. S. Employment Service.

Reorganization plans, federal, state and local. Extension of research and planning efforts.

Elimination of sales and occupation taxes. Extended use of federal funds.

IMMEDIATE OBJECTIVES

- Assistance and work payments in cash only.
- Elimination of state and local work relief programs.
- Work certifications by the work agency or via employment service.
- Eliminate differential standards of assistance until coverage is achieved.
- Eliminate discriminations in work or relief against aliens, nonresidents, etc.
- Eliminate restrictive measures not essential to sound administration, such as pauper oaths, forfeiture of civil rights and periodic reapplications.
- Use social work skill wherever needed in administration of assistance—insurance, work, health and housing programs.
- Minimum standards of administration as condition of grants for all programs.
- Administration of public funds by public agencies.

ACCEPTABLE INTERIM STEPS

- Extension of stamp plan for surplus commodity distribution.
- Apply federal standards as a minimum. Increase flexibility of WPA so as to approve maintenance for projects built by WPA.
- Assistance units certify only those *receiving* aid.
- Compare grants in various categories to show discrepancies.
- Federal aid for migrants.
- Gradual extension of use of social work in all programs involving direct service to people. Improvement in classification and compensation plans and in the use of civil service selection of social work personnel.
- Establish standards for use of public funds where now administered under private auspices.

OPEN MEETING OF COMMITTEE ON CHAPTERS

A memorandum on problems of chapter administration has been sent out as agenda for the meeting of the Committee on Chapters in Grand Rapids, May 26. This is an open meeting of the Committee to which Chapter Chairmen or their representatives are invited.

The memorandum covers material which the Committee has been working on relating to a chapter's place in the community, objectives of a chapter's program, steps in carrying out program, organizational principles, particularly relating to chapter committee assignments and personnel, implementation of chapters provided by chapter staff, and the functions of a chapter executive secretary. Margaret Wagner, of Cleveland, is Chairman of the Committee.

A document recently prepared for the use of local public welfare agencies may have a wider area of usefulness. The Social Security Board has prepared a statement for the purpose of giving essential information as to the character and scope of the Old-Age and Survivors Insurance program leaving details to be dealt with by the field offices of the Bureau of Old-Age and Survivors Insurance. This brief explanation, while it does not attempt to provide answers to all of the questions which will be asked, presents a concise statement on how the system works, the beneficiaries, qualifications for benefits, monthly benefit payments, lump-sum death payments, how to calculate benefits, and what the worker has to do. This document, "A Brief Explanation Provided by the Bureau of Old-Age and Survivors Insurance of the Social Security Board for the Convenience of the Staffs of Public Assistance Agencies," is available through the Social Security Board.

Moves for Health

There has been such a great demand for some elucidation of the history and present status of health legislation that the Association requested Ruth Wadman to prepare this article which tells how a national health program began and where legislatively it now stands. Miss Wadman is chairman of the Committee on Medical Care in Community Health of the AAMSW.

STEP by step health services have grown as need for them was felt in all parts of the nation, then was recognized and defined by factual studies. The demand for the services has been answered by action by the body politic and by voluntary undertaking, both constituting public service. Within the past fifteen years distinct plans have been set forth for coordination of effort and for advance on several health fronts simultaneously.

Facts and Figures on Health Needs

From 1927-32 the Committee on the Costs of Medical Care sought systematic information on the problem of medical care nationally. The Committee was financed by private funds and had a membership of 48 planned to include the medical profession and all points of view important to health matters. Its purpose was to study the incidence of disease and disability, facilities for providing medical services, what they cost people and how organized services for medical care compared in adequacy and economy with unorganized services.

Within the Committee there was marked division on conclusions. A majority group of 35 members signed a report making five significant recommendations: (1) expansion of group practice by physicians in order to bring modern medical care to people at less cost; (2) extension of public health work which had been found inadequate to the need for it and insufficiently financed; (3) development of group payment for medical care, through either voluntary or compulsory systems, to bring needed medical services within reach of those who could not afford individual fee-payment; (4) coordination of community health resources; (5) continued improvement in professional education in all the health fields. The Committee's work was a milestone on the road to planned and concerted action in meeting national health needs.

A National Health Survey was made in 1935-36 by the U. S. Public Health Service. Its purpose was to measure health needs quantitatively and to index prevalence of disease in relation to several factors such as standard of living and type of community. It

was nation-wide and canvassed 800,000 families. What they said was supplemented by reports from physicians, health officers and institutions.

The central fact this survey demonstrated was that higher rate of sickness and deficiency of medical care go hand in hand with poverty. It showed among other points that the gross sickness and mortality rates for the poor in large cities are as high today as half a century ago they were for the nation as a whole, and that persons who live in rural areas and are in a low income bracket are often in a bad plight because of limited medical and hospital facilities.

In 1939 the American Medical Association issued *Factual Data on Medical Economics*. In it a chart and commentary show that the indigent are a community responsibility for their medical services; that a second group, having income up to \$1500 a year, have variable needs for assistance when they have minor illnesses and are an important economic and medical problem when they have major illnesses; that a third group, having incomes between \$1500-\$3000 a year, carry their own load of minor illness expenses but sometimes need help for the expense of major illness.

It is rightly pointed out in the commentary that the income limit must be raised or lowered a little according to existing social factors such as cost of living in the community and number in the family. The Social Security Board estimated recently that about 17 per cent of the population is indigent and about 75 per cent have an income below \$3000 a year. Thus in varying degree, and with full recognition that social factors enter every case either to help or to impede, the cost of medical care is at times a problem for a large proportion of persons in the nation.

Growth of Insurance Plans

Concurrently with these and with similar studies there were campaigns by private groups to sponsor compulsory health insurance. Bills for it reached a few state legislatures. None passed. There was determined opposition in some quarters. There was also the easy affluence of the '20s.

Voluntary insurance plans fared faster and better. Whether for insurance against hospital costs only or against the full gamut of medical care costs, they are based like other kinds of insurance on the principle of collective co-operation. The varying costs of illness are spread over large groups of persons, every person meeting his proportional share in small, periodic prepayments. The almost phenomenal growth of voluntary hospital and health insurance plans in the past decade till they have upward of 5,500,000 members proves how acceptable they are to the public.

The hospitalization systems are usually open to all residents of a community who meet specified requirements and are often established on a set of principles formulated in 1933 by the American Hospital Association. More and more these systems are placing particular emphasis on adaptation of plans to suit the needs of the low income groups so that a greater number of persons may be served.

Early associations to insure against the various costs of medical care were formed more often than not by a fraternal order or for the employees of a common employer or by a labor union, in other words by some specific group, and membership was for that group only. These still exist but the trend is to develop groups through which membership is open to all residents of a community. Voluntary health insurance plans frequently offer besides hospital care the service of a general practitioner which is basic and such other services as that of specialists, x-ray, laboratory work, eye refractions and health education.

Interest in compulsory health insurance has again been more definitely shown. Though the Social Security Act in 1935 failed to contain a measure for it which some of its advocates had envisaged, bills for it have latterly been introduced in several state legislatures. None has yet been passed. The services the bills propose, the questions of which physicians would participate, and of how they would be paid, run more or less parallel with the same issues in the voluntary plans, but are more complex because of public-private relationships to be worked out.

A fundamental difference between voluntary and compulsory insurance lies in the enforcement of membership in a compulsory system for all who by income level and employment are in the group named in a statute. The cost as proposed would be borne by payroll deductions, employers' contributions and public money through taxation. A compulsory system would cover the lowest income

group for which voluntary plans have not thus far found sound economic methods of coverage because of the very small payments persons in that group are able to make.

Development of Health Legislation

Expression of the people's wish for health protection by other legislative means has been amply made. The Chamberlain-Kahn Act in 1918 set up a system of grants to states for venereal disease programs. Three years later came the Sheppard-Towner Act for infant and maternal hygiene. Both were allowed to lapse but they established precedents to be followed soon by authorization for larger appropriations in the National Venereal Disease Control Act of 1938, and in Title V of the Social Security Act which added the category of services for crippled children. The Federal Emergency Relief Administration in 1933 took the federal government to a limited extent into the field of general medical care for relief clients. With its termination in 1935 came the end of that kind of federal contribution. But its effect had been to increase the number and in some cases the scope of state and local programs.

Formation of a National Health Program

Shortly after the passage of the Social Security Act the federal Interdepartmental Committee to Co-ordinate Health and Welfare Activities was appointed. In turn it appointed a sub-committee, the Technical Committee on Medical Care, to survey the health and medical work of the federal government and to continue studies on national health matters. Its five members were drawn from the Children's Bureau, the Social Security Board and the Public Health Service.

Its first report early in 1938 was *The Need for a National Health Program*. The Committee placed on the credit side of the ledger continuing advances in scientific knowledge and in professional education in the health fields, and the contributions of individuals and associations in raising standards of work and in increasing facilities for it. But also it reported that much was lacking: preventive health services are insufficient, hospital facilities are too scarce in rural areas, too many persons are not receiving adequate care because of poverty, or because of low income are suffering unduly from economic burdens imposed by sickness.

Its second report came later in 1938, entitled *A National Health Program* and is now often referred to as *The National Health*

(Continued on page 12)

Nominations for Officers, Committee Members and Non-Chapter Delegates 1940-41

Applying the newly adopted rules for nominations for the Association's officers, Board members, nominating committee and non-chapter conference delegates, the present nominating committee has completed its slate of 66 names which is presented in advance to the membership in this issue of THE COMPASS.

All members of the Association vote for candidates for each of the vacancies, although some of the nominations are identified with nomination districts set up under the By-laws. There are nine such districts, as defined in the January COMPASS, and one Board member and one nominating committee member from each district are to be elected this year. After the election all members of the Board will draw lots for the one, two and three year terms, and in future elections only one-third of the Board members will be elected in any one year.

Petitions for additional nominations will be in order, as soon as this issue of THE COMPASS is received. Such petitions, however, must be filed in the National office by June 4. For candidates to be designated as nominated by districts, 25 names, from at least two chapters, are required. For one of the six places on the Board nominated at large, 50 signatures are required, and for candidates for officers, 100 signatures.

Ballots will be mailed to all members of the Association about the middle of June, after which a thirty day period is allowed for voting. The National Board has authorized the appointment by the President of a committee of tellers, to supervise the election and the vote tabulation.

OFFICERS

(One to be elected for each office)

PRESIDENT

Ewan Clague, Washington, D. C.

Vice-chairman, Philadelphia Chapter, 1935-36; National: Executive Committee, 1936-39; National Board, 1939-42.

B.A., 1917, M.A., 1921, University of Washington; Ph.D., University of Wisconsin, 1929.

Associate Director, 1936-37, Director, 1937-40, Bureau of Research and Statistics, Social Security Board; Director, Bureau of Employment Security, 1940; Faculty, Pennsylvania School of Social Work, 1931-.

Wayne McMillen, Chicago.

Chicago Chapter: Chairman, 1936-38; Executive Committee, 1938-40; Committee on Government and Social Welfare, 1940. National: Division on Personnel Standards, 1934-35, 1936-37; Chairman, Subcommittee on Civil Service, Division on Personnel Standards, 1934-35; Member, Division on Government and Social Work, 1937-40.

B.A., University of Iowa, 1917; Diploma of Higher Studies, University of Montpellier, France, 1927; Ph.D., School of Social Service, Administration, University of Chicago, 1931.

Lecturer, Associate Professor and Professor of Social Work, School of Social Service Administration, University of Chicago, 1931-; Visiting lecturer, Curriculum of Social Work, University of California; Social Survey, Community Chests and Councils, Inc., St. Paul, Minnesota, 1939.

FIRST VICE-PRESIDENT

Pierce Atwater, Chicago.

Chairman, Twin City Chapter, 1933. National: Executive Committee, 1936-39; Third Vice-President, 1939-40.

B.A., Friends University, Wichita, Kansas.

Lecturer, Graduate Course in Social Work, University of Minnesota, 1936-40; Executive Secretary, St. Paul Community Chest, 1939-40; Executive Director, Community Fund of Chicago, Inc., 1940-.

Anita Faatz, Maryland.

Chairman, Employment Practices Committee, Maryland Chapter, 1939, 1940. National: Division on Employment Practices, 1934-36; Division on Government and Social Work, 1936-38; Steering Committee, Division on Government and Social Work, 1939, 1939-40; Chairman, Subcommittee on Public Welfare, National Membership Committee, 1940.

B.A., Goucher College, 1926; graduate work, New York School of Social Work, 1926-28.

Maryland State Department of Public Welfare, 1931-; various positions; at present, Assistant Director.

SECOND VICE-PRESIDENT

Frank J. Bruno, St. Louis.

Chairman, St. Louis Chapter, 1940-41. National: President, 1928-30; Chairman, Committee on Standards of Training Courses, 1930-31 and 1932-33; Chairman, Nominating Committee, 1936-37; National Membership Committee, 1925-28; Committee on Revision of Membership Requirements, 1929 and 1929-30; Executive Committee, 1930-32.

B.A., Williams College, 1899; S.T.B., Yale University, 1900; graduate work: Hartford Connecticut Theological Seminary, 1905-6; New York School of Social Work, summer 1908; Columbia University, 1913-15.

Professor of Applied Sociology, Director of George Warren Brown Department of Social Work, Washington University, St. Louis, 1925-.

Charlotte Carr, of Chicago, was nominated as the other candidate for Second-Vice-President. Miss Carr has requested that her name be withdrawn, but too late for the Nominating Committee to select another candidate.

(Continued on page 15)

Methods of Training Used by the Various States for Child Welfare Workers

By **Hazel A. Hendricks**, Field Consultant in Child Welfare, Child Welfare Division, U. S. Children's Bureau

The following report, made to the Advisory Committee on Training and Personnel in January 1940, presents an encouraging picture of recent progress in training programs, the use of educational leaves, and the development of supervision on the job and is printed here for the benefit of individual members, committees, and social agencies who are interested in staff development programs.

TWO years ago in New Orleans "when we were very young" we presented our first report to this committee. At that time 40 States and Alaska had included provisions for training workers in child welfare. Eighteen of the 40 States had provided more than one type of training for their staff members. Twenty-five States had included plans for educational leave for qualified staff members to attend a recognized school of social work for a period of not less than two quarters. In planning training programs this year emphasis was placed, as in the past two years, primarily upon educational leave and upon good supervision as basic factors in developing the total program.

Residence restrictions adopted by many States, together with a lack of workers qualified through professional training and experience in children's work, have made it necessary for the States to include development of personnel as a part of their administrative policies.

It is encouraging to know that a majority of States realize that only through the use of competent personnel can there be gradual improvement in the standards for service throughout the entire public welfare program.

There is discernment in the skills demanded of child welfare workers by the States and an awareness of the objectives and purposes basic to all case work methods and a recognition that certain combinations of characteristics are necessary in order to practice social case work.

Personnel are required who have a knowledge of accumulative experience of the past, the skill and judgment essential to improve and develop local resources, plus flexibility in the use of resources, together with the

ability to transmit to the community an attitude of tolerance, understanding of the individual and his failures and faith in his possibilities for development. A unified public welfare program of which child welfare is an integral part has made it possible to emphasize the service aspects of local public welfare programs and to stress the concept of planning for each child on the basis of his individual needs. The result has been a better understanding on the part of the community of the needs of children and of the content of the public welfare program in general.

All plans for training staff for child welfare services have of necessity been based upon existing conditions in the respective States. The child welfare services plans for 1939-40 include provision for educational leave for approximately 160 workers. The amount of stipend granted varies on the basis of student need from \$50 to \$110 per month. Out of the total amount of child welfare services funds originally budgeted for the fiscal year 1940, \$2,054,334.44, the States have budgeted \$78,039.30 for educational leave. The length of leave granted is never less than one semester or two quarters and in many instances is for three quarters or "the school year."

Certain policies in regard to educational leave have been established as a result of the pooling of experience by the States. These original policies were revised August 1, 1939. It may be of interest to review briefly certain of these major policies; namely:

- (1) The number of persons selected by a State for educational leave during any one year should have a proportionate

relationship to the total amount of money available for child welfare services; to the total number of child welfare service workers on the staff; and to the practical consideration of providing for carrying on necessary functions during the absence of workers.

- (2) The person selected should be a member of the public-welfare staff at the time he is granted educational leave.
- (3) In the selection of students for educational leave it is preferable to consider first those workers who have had at least one quarter or one semester in a recognized school of social work and experience as a paid worker on the staff of a children's agency, a family agency, or a relief agency; then, to consider staff members with basic educational qualifications, who have had experience in an allied field and some experience in a public-welfare department and who have shown satisfactory performance on the job. In addition to this all States, of course, recognize that factors such as physical health, personality, attitudes, interest in work with children, and potentialities for growth on the job are important items to be considered in the selection of students. It is important also to determine whether the person considered for educational leave is sufficiently free of personal responsibility to plan for a period of study and to give undivided attention to the work undertaken.
- (4) It seems preferable that in the majority of cases Federal funds for educational leave should be used as supplementary assistance for students unable entirely to finance themselves for further training.
- (5) It is important that prior to the time a student leaves the State on educational leave a formal agreement shall be reached between the student and the director of child welfare in regard to the student's returning to his State to work after he has completed his period of educational leave. Whether or not a student returns to the particular county from which he came will be, of course, entirely at the discretion of the State department of child welfare and the student himself.

- (6) The States feel that it is not their responsibility or that of the Federal Government to prepare students for membership in the American Association of Social Workers or to make a selection of a particular professional school of social work for the student. If the selection of students and the length of educational leave are in accordance with suggested standards, the student will inevitably be eligible for junior membership in the A.A.S.W. If care is given by the student to planning his work with the thought of where he can get the best field work in children's agencies, the selection of the school of social work will be determined in part by this factor.
- (7) The State Supervisors of Child Welfare wish to keep in touch with the progress of students on educational leave. Therefore, the State supervisor should probably take the initiative in conferring with the schools of social work to which students have gone. Occasionally it may appear to a school of social work that a mistake has been made in the selection of a student. This might be so even though the greatest care has been exercised by the State in making the selection. If such instances occur and the State has been keeping in close touch with the school of social work, an adjustment can be worked out between the school and the State administration which will do the least possible harm to the student in question.

The States have found the most satisfactory method of training workers is that given through supervision on the job. This plan is possible only when the administrative set-up permits employing a qualified supervisor or consultant. Through individual and group conferences and through joint discussion of cases with members of the staff, the supervisor or training consultant attempts to inculcate a sound philosophy of case work, the concepts of which become transferable from one case or community to another. Training supervisors or consultants whose chief responsibility is that of training are now employed in 40 States.

These consultants and training supervisors go into counties for varying periods of time to work with county supervisors and staff members, using as teaching material current case records and local community situations.

In counties where there is only one worker the training supervisor or consultant works directly with the one staff member responsible for all phases of the program. This service supplements what the regular field supervisor is able to do.

It has been demonstrated that restrictions as to number of cases carried are of primary importance in order to prevent misunderstanding in the interpretation of the term "case work services," and also to stress the preventive aspects of the program.

Competent personnel and sound administration which provides for careful supervision, plus a restriction of case loads to a number which will enable the worker to demonstrate the case work process as it operates in the various situations involving children, are the requirements of the States for the satisfactory functioning of a child welfare program.

In addition to provision for educational leave and competent supervision a few States have established specially staffed local training units which are either part of the regular local public welfare unit or are local child welfare units. In every instance their chief purpose is to provide services for children in the community, even though they may also provide resources for selection of potential workers for educational leave or for orientation of new workers to the program. In five States schools of social work and State agencies have entered into a cooperative arrangement which permits the local unit to accept for field work students who give promise of fitting into a rural child-welfare program. Under these cooperative arrangements the supervisor of the training unit, who is a member of the child welfare staff of the State Department of Public Welfare, works closely with the supervisor of field work for the school. Federal funds may be used to pay salaries of supervisors of field work who are functioning as members of the local staff and are administratively responsible to public welfare officials, but, of course, cannot be used to pay salaries of faculty members employed by the schools to supervise students on field work assignments.

Many factors have been given consideration by States embarking on this type of training program; among them is the need to provide continued service and follow-up for cases during the periods of shift in student groups; the selection of the community with regard to its needs and resources; the proximity of the unit to the school and the equipment for transportation of students for field work.

In addition to the three methods of training we have discussed, 20 States have made provision for conferences, institutes or discussion

groups as one method of learning on the job. These conferences or institutes are planned in cooperation with the supervisor of training or consultant, who may act as leader of the group, or a leader may be someone from outside the State who knows the content of the child welfare field and is experienced in the practical application of theoretical knowledge. These conferences or institutes are, of course, not considered as a substitute for professional education or for intensive supervision of workers.

The plans for training child welfare service workers are under the same general headings as they formerly were: educational leave, supervision, training units and institutes. This year, however, greater emphasis is placed on educational leave (combining a more careful selection of students with longer periods of time for training) and on supervision. Supervision is probably the program in which the greatest progress has been shown. The recognition by State administrators of the need for skilled supervision denotes not only an understanding of case work services as a way of assisting people to meet their difficulties but also a desire to raise the standards of service throughout the entire public welfare program.

SOCIAL WORK VOCATIONAL BUREAU

The Social Work Vocational Bureau plans to be ready to give service to its membership about June 1. A leaflet containing membership blanks will be available about May 15 and will include a brief description of the Bureau's service program, plan of organization and membership requirements. The Bureau will operate on a national basis and will facilitate the distribution of available personnel through the clearance of vocational and job information between persons whose equipment is in demand and agencies which need social work personnel.

The services of the Bureau will be available at first primarily to the case work fields but will be extended as rapidly as possible to other fields. Planning committees are now working on plans to this end.

The Bureau is without capital funds and will be able to function only to the degree to which it receives support from those who wish to make use of its services, and others who are interested in it as a means for providing and distributing adequate personnel in the social work field.

Notes About Chapters

THE *Detroit Chapter* has a Committee on Nominations and Membership Participation which makes recommendations to committee chairmen for the personnel of their committees in addition to nominations for officers. The committee sent out a questionnaire last fall to learn something of members' interests in the various activities of the chapter. The chapter is also working on a handbook as an additional method of acquainting members with the organization and purposes of the chapter and for this a statement of the chapter's function has already been formulated.

The *Detroit Chapter* also carried on a study of publicity over a three months period during last spring. Clippings studied included those on such subjects as social security, civil service, housing, etc. At the end of the period there was so much material that it was weighed instead of measured and there was found to be almost four pounds of clippings on subjects in social work in Detroit's daily press.

THE *Dane County Chapter*, in Wisconsin, voted to increase its dues from \$6.50 to \$7.50 after a recent field visit which the chapter believed had helped the group to define its function and activities to the extent that increased income would be necessary for expanding program. Questions about standards for personnel in relation to civil service developments in the state and a special study of the food stamp plan in Madison have been major activities this year. The chapter is planning to issue a year book summarizing the work of the different committees.

THE *Alabama Chapter* has decided to sponsor a scholarship to be awarded the most meritorious applicant wishing to attend an approved graduate school of social work, as a method of furthering social work in Alabama. The scholarship of \$100 is to be awarded annually at the June meeting of the chapter, beginning in June, 1940. The qualifications for the scholarship include employment in social work at the time of application and at least one year's previous social work experience; recommendation by the executive of the agency where the applicant is currently employed and willingness to spend a minimum of three months in school and to return to Alabama for one year following the period of study.

THE *Louisiana Chapter*, which covers the entire state except New Orleans and the surrounding parishes, published its first monthly News Digest in November, edited by its Committee on Chapter Program and Organization. The Digest covers current chapter developments, notes on activities in the national Association and items about social work developments in various areas within the chapter. It gives also news about the activities of individual members within the chapter and with other organizations.

The *Louisiana Chapter* has also drawn up an informal mimeographed pamphlet for potential, new and old members which includes a description of what an Association chapter is, a statement of the chapter's purpose and function and a copy of the AASW membership requirements and application procedure. A copy of the chapter constitution is sent with this to new members.

THE Interpretation Committee of the *South East Texas Chapter* published the first chapter bulletin in December, which has been named the "Mail Bag," as part of its work, covering chapter news and other local news of interest to members. This Committee has also made a study of interpretation of social work within the territory of the chapter. Four media of interpretation were studied—radio, visiting groups, talks and the press. The report covers one month during the spring and shows that public agencies were given more than twice as much publicity in the press as private agencies and that for the latter the majority of publicity was for those organizations with regular publicity programs and staffs.

"THE CHAPTERBOX" is the name of a new chapter publication by the *Richmond Chapter*. The first issue appeared in January and the chapter expects to have three issues annually. Responsibility for its editing is carried by the Publicity Committee and is one phase of a general chapter publicity program. The chapter anticipates only a small expense since the technical work of producing this publication has been assumed by the various agencies, free of charge. The April issue contains the program of the Virginia State Conference of Social Work, some notes from the Lynchburg-Roanoke Chapter, a directory of members from the Richmond and Lynchburg-Roanoke Chapters, as well as news about chapter activities. It was distributed at the State Conference.

Moves for Health

(Continued from page 6)

Program. Five recommendations were made to cope with the situation. First, the report advised extension and strengthening of health services already aided by the Social Security Act. Second, a ten year program of expansion of hospital facilities. Third, provision of medical care not only to those for whom public assistance programs have already accepted responsibility, but also to those who though generally self-supporting are unable to procure necessary medical care. Fourth, consideration of a comprehensive plan to increase and improve medical services for the entire population. Fifth, provision for insurance against loss of wages during sickness.

Debate on a National Health Program

In July of 1938 the Interdepartmental Committee called the National Health Conference to consider the findings of the Technical Committee. To the Conference were invited about 200 persons representing the medical and other professions, farmers, laborers and civic organizations. It was asked that there be free and full discussions, in order to better understanding of needs and to aid in formulation of policies which would enable the professions in all the health fields, private organizations and government agencies to act together in covering them.

The Conference agreed in the main about the needs unmet; agreed that a national health program should be developed; that any such program must safeguard and advance the quality of medical services; that it should take into account the varying regional and local situations. There were deep differences of opinion on how costs of a national health program should be apportioned among federal, state and local governments; on the form and on the scope of a general program of medical care; and on how far and how fast the nation should travel in its health program. By and large, it was the fourth recommendation of the Technical Committee which proposed a program to increase and improve medical services for the entire population that drew the greatest fire.

After the Conference the Technical Committee continued its work, discussing and debating with interested groups,—doctors, employers, and representatives of farmers, workmen and the general public,—the questions its program had raised. The Interdepartmental Committee summarized the experience of the Conference and drew up its own recommendations for a program. With one exception they were similar to those of its

sub-committee. The Interdepartmental Committee combined the third and fourth recommendations, thus placing medical care for needy and for medically needy people and a general program of medical care for all people into one recommendation, and so phrasing it as to leave to states the widest latitude in choosing what kind of a program, if any, they wish to develop.

The National Health Bill

In January 1939 Congress received the findings of both Committees. The next month Senator Wagner of New York introduced a bill substantially incorporating the recommendations. It became S. 1620, is also known as the National Health Bill and was referred to the Senate Committee on Education and Labor. That Committee appointed a sub-committee headed by Senator Murray of Montana to study, hold hearings and report on it.

There was ample support of the bill at the hearings. The adverse criticism of it ran on two main lines. On the one hand, objections to its major purposes or to proposed methods of accomplishing them. On the other hand, agreement with purposes and methods but objections to particular administrative and technical features. The hearings have been published and thus a written report of all support and all criticism given at them is available.

The bill has five major Titles, two of which, Titles V and VI, are in a manner of speaking amendments to the same Titles in the Social Security Act. They would enlarge appropriations for grants to states for maternal and child health services, services for crippled children and for public health work and investigations.

Three of the Titles are new and have no counterpart in the Act. They deal with hospital construction, Title XII; with medical care, Title XIII; with temporary disability compensation, Title XIV. A state is not ordered in the bill to set up any of these programs. Moreover a state with large enough financial resources may inaugurate and carry on any one or all of them if it likes without requesting or receiving federal grants.

A state wishing federal grants must meet certain requirements, not all of which are identical in every Title since they differ to suit the nature of a given program. Some however are uniform in all the Titles. For example, it is obligatory that administrative control of a program be vested in a single state agency; that there be provision for cooperative working arrangements among

state agencies administering closely related programs, to avoid compartmentation and lead to unification of efforts; that assurance be given a maintenance of acceptable standards of medical and institutional care and of personnel on a merit basis.

Title XII would make grants to states, especially in rural areas and in areas suffering from severe economic distress, for construction and improvement of needed hospitals and health centers, and for their maintenance for a three year period. For the first year a sum of \$1,580,000 is authorized to be appropriated for general hospitals and in addition a sum sufficient for mental and tuberculosis hospitals. Federal funds would be administered through the Public Health Service. To receive subsidy a state must in addition to other requirements participate financially, and must assure that it or one of its political subdivisions will own the real estate and equipment.

Disagreement with Title XII at the Senate hearings did not arise because existence of need was denied by any important number of witnesses. It came instead from desire to guard against erection of government hospitals in localities already adequately served by voluntary hospitals of good grade and a wish to fill the beds in voluntary hospitals which the era of depression emptied. The Sub-Committee has stated definitely that displacement of good hospitals is not the intent of S. 1620 and that the bill can be worded to make that unequivocally clear. Further it has pointed out that in the next Title it would be shown that a state in its provision of medical care may use beds in all qualified hospitals, voluntary as well as government.

Title XIII would make grants to states, especially in rural areas and among persons suffering from severe economic distress, to extend and improve medical care, including services and supplies, for prevention, diagnosis and treatment of illness and disability. The sum of \$35,000,000 is authorized to be appropriated for the first year to be administered through the Social Security Board, and a sum sufficient to the program every year thereafter. To receive funds a state must, in addition to other requirements, participate financially and must provide that its program will be state-wide within five years.

Though the Title singles out for special mention rural areas and poor persons, it places on the states no actual restrictions as to who shall receive medical care. The way is opened to broader use of federal subsidy than hitherto when it has been limited to special diagnostic groups or to the indigent.

Complete independence is given the state in its choice of the kind of program it sets up. It may establish a system of compulsory health insurance. It may extend medical care to the entire population as it has done with education. It may furnish care to the medically indigent and interpret that term as narrowly or as liberally as it desires. Or it may provide medical care to the indigent only.

Title XIII is the one which embodies the fourth recommendation of the Technical Committee that engendered both bitter opposition and ardent favor. Logically it follows that the Title met with similar reception at the hearings, and no point in it was more vehemently contested than the one of what groups should receive medical care and by what system. Expression of opinions ranged all the way from alarm that only the medically needy might be covered and they on a niggardly basis, to fear that either compulsory insurance or tax-supported care for everyone was quickly on the way. The Sub-Committee thought that in the face of such conflicting sentiments perhaps the present flexibility of the bill allowing every state to decide for itself was wise.

Some witnesses recommended that Title XIII be administered by the Public Health Service instead of the Social Security Board. The latter, it was said, is close to economic problems of the low wage groups and is already working with some state welfare departments which furnish medical care to the indigent. On the other hand, it was pointed out, the Public Health Service knows disease and its disabling effects and has had long experience in certain types of medical care.

Title XIV would make grants to states for temporary disability compensation. The sum of \$10,000,000 is authorized to be appropriated for the first year, to be administered through the Social Security Board, and every year thereafter a sum sufficient to the program. To receive federal money a state plan must, in addition to other requirements, provide for fair hearing for all persons whose claims are denied and adequate medical services to minimize disability.

A society already committed to a limited type of disability payment through workmen's compensation and to payment for economic unemployment sees no untoward step in payment for unemployment due to sickness though the sickness is not the result of occupational disease or work accident. Unfavorable criticisms of this Title were chiefly not about its objective but about inter-relations of disability compensation with workmen's

compensation, unemployment compensation and old age and survivors' insurance.

Last August after hearings were ended, the Sub-Committee made its preliminary report to the Senate. It affirmed agreement with the general purposes of the bill, but found desirable additional study and consultation with the professional and lay organizations concerned and it stated hope of reporting out an amended bill at the 1940 session of Congress.

The National Hospital Bill

The Committee on Education and Labor has had another bill to consider in the meanwhile,—the National Hospital Bill, S. 3230, introduced in February 1940 by Senator Wagner of New York and Senator George of Georgia. It would build needed hospital facilities to serve rural communities and economically depressed areas. The sum of \$10,000,000 is authorized to be appropriated for the first year and thereafter such sums as Congress may believe necessary for carrying out the program. Administration is vested in the Public Health Service, through the Surgeon-General acting with a National Advisory Hospital Committee of six members chosen from leading medical and scientific authorities versed in matters pertaining to hospitals and public health services.

The type of hospital contemplated is a 100-bed wooden building which contains clinic and laboratory facilities and which admits pay as well as non-pay patients. The estimated cost of each one is \$150,000—\$200,000. A locality wishing to have one must give assurance that it will be available to all groups in the community, will be maintained in good repair and will furnish services developed according to sound professional and personnel standards.

This bill makes quite clear that need for a hospital must be proved by the locality applying for it to the satisfaction of the Public Health Service and its Advisory Committee and thus it avoids one of the charges brought against Title XII of S. 1620. Because no matching funds are required from state or locality as in S. 1620, advocates of S. 3230 believe it will more speedily serve poorer communities which can least afford to build hospitals and yet perhaps have greatest need of them. On the other hand, it has been questioned whether a community which cannot afford to build a hospital can afford the sum of money needed annually for its proper maintenance.

The National Hospital Bill is not a health

program. It is frankly an experimental measure, its proponents have stated, designed to fill an important health need and to gain experience while both Congress and the Interdepartmental Committee continue study of a broad health program with a view to action later.

Conclusion

The complexities of any large program which affects the well-being of society would be manifold even if it started from scratch. A national health program does not do so. Rather it reorders and reconstructs, for it builds on the good in existing methods and customs at the same time that it introduces the new. It will contain legitimate compromise plans. What has been and is, and what may be, all need thorough discussion and understanding not only on the national platform but in states, cities and towns from which legislative action stems and where it is finally translated into service for the individual.

At the suggestion of Arlien Johnson, President of the American Association of Schools of Social Work, a joint meeting of the Executive Committees of the AASSW and the AASW will be held at dinner, Wednesday, May 29, at Grand Rapids.

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Nominations for Officers

(Continued from page 7)

THIRD VICE-PRESIDENT

Kenneth L. M. Pray, Philadelphia.

Chairman, Philadelphia Chapter, 1923, 1938. National: Member, 1934-35; Chairman, 1935-36; Division on Personnel Standards; Subcommittee on Civil Service, Division on Personnel Standards, 1934-35; Committee on Delegate Conference Proposals, 1938-39; Special Committee on Program, 1939-40.

B.A., University of Wisconsin, 1907.

Secretary and Chief of Staff, Pennsylvania Committee on Public Assistance and Relief, 1936-37; Dean and Professor of Social Planning and Administration, Pennsylvania School of Social Work, 1933-.

Esther E. Twente, Topeka, Kansas.

Chairman, Wichita Chapter, 1933-34.

B.A., University of Missouri, 1918; graduate work: New York School of Social Work, summer 1930, University of Chicago, summers 1938 and 1939.

Assistant Superintendent of Relief and Superintendent of Relief, Kansas Emergency Relief Committee, 1934-37; Assistant Professor of Sociology, University of Kansas, 1937-.

SECRETARY

Frank J. Hertel, Twin City.

Cleveland Chapter: Secretary, 1936-37; Vice-Chairman, 1938-39; Chairman, Committee on Government and Social Work, 1937-38. National: Special Committee on Invalidity and Health Insurance of the Division on Government and Social Work, 1937, 1937-38; Committee on Structure and Participation, 1937-38.

B.A., Grinnell College, 1931; M.S., School of Applied Social Sciences, Western Reserve University, 1933.

Assistant General Secretary, Associated Charities, Cleveland, 1934-39; General Secretary, Family Welfare Association, Minneapolis, 1939-.

Mrs. Savilla Millis Simons, Chicago.

Chicago Chapter: Secretary, 1934-35; Legislative Committee, 1935-37; Chairman, 1938-40. National: Secretary, 1939-40.

Ph.B., University of Chicago, 1924; M.A., School of Social Service Administration, 1926.

Director, Douglas Smith Fund, 1932-.

TREASURER

James Brunot, New York City.

Cleveland Chapter: Social Legislation Committee, 1937-38; New York City Chapter: Civil Service Committee, 1938-39; Chairman, Committee on Public Assistance Program for New York City, 1939-40; New York State Council: Treasurer, 1939-40. National: Special Committee AASW Personnel Project, 1937-38; Chairman, Special Committee on Program, 1939-40.

Ph.B., 1930, M.A., 1932, University of Chicago; graduate work, School of Social Service Administration, 1933-34.

Emergency Relief Administration, Franklin County, Illinois, 1935-36; Regional Representative, Bureau of Public Assistance, Social Security Board, 1936-38; Assistant Secretary and Director of Public Welfare Committees, State Charities Aid Association of New York, 1938-.

Anna E. King, New York City.

New York City Chapter: Chairman, Credentials Committee, 1938-39; Chairman, Membership Require-

ments Committee, 1939-40; Member, Advisory Committee on Education, 1939-40; Second Vice-Chairman, 1940-.

B.A., Syracuse University, 1919; M.S., Western Reserve University School of Applied Social Sciences, 1926; graduate work, Smith College School of Social Work.

Associate Professor, 1934-38, Professor and Dean, 1939-, Fordham University School of Social Service.

NATIONAL BOARD MEMBERS

Nominated at Large

(Six to be elected)

Mrs. Lucia Johnson Bing, Columbus.

Chairman, Columbus Chapter, 1939-40; Executive Committee, Ohio Council.

B.A., Smith College; graduate work: School of Social Administration, Ohio State University and New York School of Social Work.

Executive, Ohio Children's Home Society, 1936-37; Special assignment to write "Social Work in Greater Cleveland," Cleveland Welfare Federation, 1937-38; Assistant Chief, Child Welfare Services, Ohio Department of Public Welfare, 1939-40; Director of Field Staff, Ohio Division of Public Assistance, 1940-.

Mrs. Irene Farnham Conrad, Southeast Texas.

Chairman, Syracuse Chapter, 1933; Chairman, Program Committee, Southeast Texas Chapter, 1939-40; Chairman, Southwest Regional Conference, AASW, 1939-40. National: Secretary, 1931-33; National Committee on Conference Program, 1937-39; National Board, 1939-40.

B.S., 1913, A.M., 1914, Northwestern University; graduate work: School of Civics and Philanthropy, University of Chicago; New York School of Social Work.

Director, Bureau of Child Welfare, State of New Mexico, 1935-36; Director, Child Welfare and Public Assistance, Louisiana State Emergency Relief Administration, 1936, Louisiana State Department of Public Welfare, 1937; Executive Secretary, Council of Social Agencies, Houston Community Chest and Council, 1937-.

Lester B. Granger, New York City.

Committee on Social Legislation, New York City Chapter, 1939-40.

A.B., Dartmouth, 1918; graduate work: New York University, 1921-22; New York School of Social Work, 1934; University of Southern California, 1930.

Secretary, Workers' Bureau, National Urban League, 1934-38; Executive Director, Legislative Committee on Condition of the Urban Colored Population, New York State, 1937-38, New Jersey, 1938-39; Secretary, Committee on Negro Welfare, Welfare Council of New York City, 1938-.

Robert M. Heininger, Connecticut State.

Connecticut Chapter: Committee on Governmental Social Work, 1936-37; Committee on Professional Education, 1935-; Connecticut State Chapter: Vice-Chairman, 1937-39, Chairman, 1939-.

B.A., North Central College, 1928; M.S., School of Applied Social Sciences, Western Reserve University, 1930.

Director, Farnam Community House, New Haven, 1934-37; Director, Union Settlement of Hartford, 1937-.

Sara H. James, Washington, D. C.

Chairman, Committee on Structure and Participation, Rochester Chapter, 1938-39. National: Correspondent, Division on Government and Social Work, 1939-40.

B.A., University of Wisconsin, 1913; graduate work, Western Reserve University School of Applied Social Sciences, 1920-22, and New York School of Social Work, 1931.

General Case Supervisor, Department of Public Welfare, Rochester, N. Y., 1934-39; Field Staff, Social Security Board, 1939-.

Isabel P. Kennedy, Pittsburgh.

Cleveland Chapter: Past chairman, Membership and Program Committees; Past member, Executive Committee. Pittsburgh Chapter: Chairman, 1932, 1934; Executive Committee, 1932-36; 1938-. National: Subcommittee on Section 6, 1936-39, and Chairman, Subcommittee on Community Organization, 1940, National Membership Committee; Committee on Chapters, 1939-40.

B.A., B.E., University of Pittsburgh, 1915; graduate work, Western Reserve University School of Applied Social Sciences and Columbia University.

Executive Secretary, Federation of Social Agencies of Pittsburgh and Allegheny County, Pittsburgh, 1933-.

Sydney B. Markey, Cleveland.

Cleveland Chapter: Executive Committee, 1935-; Treasurer, 1937-39; Committee Contacting Legislators, 1938; Chairman, Finance Committee, 1939-.

B.A., 1929, Western Reserve University; M.S., 1932, School of Applied Social Sciences.

Camp Director, 1933-38, Head Worker, 1933-, The Friendly Inn Settlement, Cleveland Ohio.

Emma C. Puschner, Indianapolis.

Indianapolis Chapter, Public Affairs Committee: Member, 1938-39, Chairman, 1939-41.

LL.B., Benton College of Law, St. Louis; graduate work, St. Louis School of Social Economy.

Director, National Child Welfare Division, American Legion, Indianapolis, 1925-.

Margaret E. Rich, Pittsburgh.

New York City Chapter, Secretary, 1925; Pittsburgh Chapter: Executive Committee, 1939-40; Pennsylvania Division: Vice-Chairman, 1939-40. National: Member of National Council, 1932-33.

B.A., Radcliffe, 1907.

Assistant Executive Director and Editor of *The Family*, Family Welfare Association of America, 1920-38; General Secretary, Family Society of Allegheny County, Pittsburgh, 1938-; Faculty, School of Applied Social Sciences, University of Pittsburgh, 1939-40.

Charles I. Schottland, Los Angeles County.

Los Angeles Chapter Chairman, 1933.

B.A., University of California, 1927; Certificate, Graduate School of Jewish Social Work, 1928; graduate work, New York School of Social Work and University of Southern California Law School.

California State Relief Administration: various positions, 1933-36, State Administrator, 1936; Executive Director, Federation of Jewish Welfare Organizations of Los Angeles, 1936-; Deputy Director and Administrative Consultant, California State Department of Social Welfare, 1939.

Mary Stanton, Los Angeles County.

Secretary, Iowa State Chapter, 1925-26; Chairman, Los Angeles County Chapter, 1934-35. National:

Vice-President, 1935-36; National Nominating Committee member, 1937-38, Chairman, 1938-39.

Ph.B., University of Chicago; graduate work, School of Social Service Administration and Law School, University of Chicago.

Executive Secretary, Council of Social Agencies, Los Angeles, 1935-.

Elizabeth Wisner, New Orleans.

New Orleans Chapter President, 1929-31, Executive Committee, 1932-. National: Executive Committee, 1931-34. Member, American Association of Medical Social Workers.

B.A., Tulane University, 1914; M.S., Simmons College School of Social Work, 1922; Ph.D., University of Chicago, 1929.

Tulane University School of Social Work: Acting Director and Dean, Irby Professor of Public Welfare Administration, 1935-40.

NATIONAL BOARD MEMBERS

Nominated by regions. Elected by total vote, one from each region

Nominating District 1

Lillian J. Johnson, Washington State.

Chairman, Program and other committees, Nebraska Chapter, 1930-35; Washington State Chapter: Chairman, Program Committee, and Committee on Participation and Function, 1935-38; Chapter Chairman, 1939-41.

B.S., University of Minnesota; graduate work, University of Chicago School of Social Service Administration.

Director, Ryther Child Center, Seattle, 1935-40.

George D. Nickel, Los Angeles County.

Chairman, Los Angeles County Chapter, 1939-40.

B.A., University of Southern California, 1929; M.A., University of Southern California School of Social Work, 1932, Certificate, 1933.

California State Relief Administration: County Director, Field Representative, Director of Social Audits, State Director Social Service Division, 1933-38; Director of Social Relations, Personal Finance Companies, California, 1938-; Lecturer, Graduate School of Social Work, University of Southern California, summer, 1939.

Nominating District 2

Edward J. Keyes, Oklahoma State.

Chairman, Illinois Chapter, 1937; Oklahoma Chapter: Chairman, 1939; Chairman, Committee on Government and Social Work, 1938 and 1940.

B.P.E., Springfield College, 1916; graduate work, School of Social Administration, Ohio State University, 1930-31.

Executive Secretary, Community Fund of Springfield, Illinois, 1932-37; Managing Director, Community Fund, Oklahoma City, 1937-.

Ruth E. Lewis, St. Louis.

St. Louis Chapter: Chairman, 1935-36; Vice-Chairman, 1 year; Chairman, Committee on Interpretation, 1 year; Chairman, Committee on Social Practices, 1939-40. National: National Membership Committee, 1937-40.

Member, American Association of Medical Social Workers.

B.A., Wellesley, 1919; M.S.S., Smith College School of Social Work, 1920.

Assistant professor, Medical Social Work, Washington University, 1934-; Instructor, University of California, summer 1938 and 1939.

Nominating District 3

Louise M. Clevenger, Twin City.

Twin City Chapter: Chairman, 1935-36; Member: Personnel Study Committee, Employment Standards Committee, Interpretation Committee.

B.S., Marion Teachers College, Indiana University, 1914.

Associate Secretary, St. Paul Community Chest and Welfare Council, 1927-; Instructor, School of Social Work, University of Minnesota, 1936, 1937, 1939, 1940.

Eleanor L. Hearon, Denver.

Denver Chapter: Chairman, Health Committee, 1936; Member, Personnel Practice Committee, 1936, 1939; Chapter Chairman, 1939-40.

Member, American Association of Medical Social Workers.

B.A., University of Colorado, 1929; M.A., University of Denver School of Social Work, 1933; graduate work, University of Chicago School of Social Service Administration, 1932, and Washington University School of Social Work, St. Louis, 1933.

Medical social worker, Colorado General Hospital, 1932-36; Crippled Children's Division, State Health Department, 1936; Eye Service, University of Chicago Clinics, 1937; Special study, American Public Health Association and American Association of Medical Social Workers, 1939; Director, Medical Social Work, Colorado General Hospital, 1938-.

Nominating District 4

Louis E. Evans, Indianapolis.

Chairman, Juvenile Court Committee, Chicago Chapter, 1930; Indianapolis Chapter: Chairman, Public Affairs Committee, 1937-38; Chapter Vice-Chairman, 1938-39; Chapter Chairman, 1939-41.

B.A., University of Kansas, 1926; M.A., School of Social Service Administration, University of Chicago, 1929.

Field Work Instructor and Lecturer (part-time), University of Chicago, 1930-36; Division Director, Children's and Minors' Service, Cook County Bureau of Public Welfare, Chicago, 1934-36; Associate Professor of Sociology in charge of Training Course for Social Work and Director of Bureau of Social Research, Indiana University, 1936-; Visiting Professor, University of Utah, Summer, 1939.

Frank T. Flynn, St. Joseph Valley, Indiana.

Chairman, Committee on Government and Social Work, St. Joseph Valley Chapter, 1939-40.

Ph.B., Providence College, 1929; A.M., University of Notre Dame, 1931; graduate work, School of Social Service Administration, University of Chicago.

Manager, South Bend Community Fund, 1936-39, part-time; Executive Secretary, South Bend Council of Social Agencies, 1936-39; Faculty member, Curriculum in Social Work, University of Notre Dame, 1934-; Assistant Professor of Social Work, and Head, Department of Social Work, University of Notre Dame, 1939-.

Nominating District 5

Aileen Kennedy Maccracken, Cleveland.

Member, Legislative Committee, Columbus Chapter, 1935; Cleveland Chapter: Legislative Committee Chairman, 1936-39; Government and Social Work Committee, 1937-40; Relief Committee, 1938-40; Executive Committee, 1938-40.

B.Sc., Ohio State; M.A., University of Chicago School of Social Service Administration.

District Supervisor, FERA, Cleveland, 1 year; District Supervisor, Department of Public Welfare, Cleveland, 4 years.

Cecile M. Whalen, Detroit.

Member, Michigan State Council, 1935-38; Detroit Chapter: Executive Committee, 1936-38; Secretary, 1938-39; Chairman, Program Committee, 1939-40. National: Division on Employment Practices, 1937-38, 1939.

B.S., College of St. Teresa, 1916; M.A., Wayne University.

Assistant Director of Social Service, State Emergency Relief Administration, 1935-36; Assistant to Director of Social Service, Department of Public Welfare, Detroit, 1936-; Lecturer, University of Detroit, 1936-.

Nominating District 6

Elizabeth W. Nairn, Nashville.

Chairman: St. Louis Chapter, 1925, Nashville Chapter, 1933-35, Tennessee Division, 1939; Membership Committee, Nashville Chapter, 1938; Legislative Committee, Nashville Chapter, 1937.

Member, American Association of Medical Social Workers.

Certificate, New York School of Social Work, 1913; graduate work, Smith College School for Social Work, summer, 1922.

Director, Division of Social Service, Vanderbilt University Hospital, Nashville, 1928-.

Margaret Woll, Kentucky.

Executive Committee, Kentucky Chapter, 1938-; Membership Committee, Richmond Chapter. National: National Membership Committee, 1937-40, Committee on Ethics (old).

B.A., University of Kentucky, 1920; graduate work, New York School of Social Work, 1928, School of Social Service Administration, University of Chicago, 1938.

Assistant State Relief Administrator and Assistant Director of Employment, WPA, Virginia, 1935-36; Director of Field Operations and Assistant Director of Public Assistance, Kentucky State Welfare Department, 1936-38; Kentucky State Welfare Commissioner, 1938-.

Nominating District 7

Jessie P. Condit, New Jersey.

New Jersey Chapter: Executive Committee, 1926-28, 1932, 1933, 1935, 1936; Chairman, Public Relations Committee, 1927-28; Chairman, Annuities Committee, 1931-32; Chairman, Ways and Means Committee, 1935-36; Chairman, Liaison Committee, 1936-38; Chairman, Committee on Interpretation, 1939-. National: Committee on Annuities, 1933-34; Subcommittee on Section 6 of the National Membership Committee, 1935-37.

B.A., Barnard, 1906; Certificate in Secondary Teaching, Teacher's College, Columbia University. Extension courses in social work.

Executive Secretary, Children's Aid Society, Newark, New Jersey, 1918-.

Ora Pendleton, Philadelphia.

Philadelphia Chapter: Chairman, Membership Committee, 1933-34; Executive Committee, 1933-34, 1938-39; Chapter Vice Chairman, 1939-40.

B.S., Carnegie Institute of Technology, 1914; graduate work, Pennsylvania School of Social Work.

Executive Secretary, Children's Bureau, Philadelphia; Faculty, Pennsylvania School of Social Work, 1935-.

Nominating District 8

Donald S. Howard, New York City.

Denver Chapter: Chairman, 1935-36; New York City Chapter: Executive Committee, 1938-, Committee on Policies and Procedures, Chairman, 1939-. National: Division on Government and Social Work, 1936-, Steering Committee, 1939-.

A.B., Otterbein College, 1925; M.A., University of Denver, 1931; graduate work, School of Social Service Administration, University of Chicago, 1931-34.

Director, WPA Area Statistical Office, Denver, 1935-36; Faculty, Department of Social Work, Denver University, 1934-36; Research Assistant, Charity Organization Department, Russell Sage Foundation, New York City, 1936-; Instructor, courses in social work, Extension Division, Rutgers University, New Jersey.

Mrs. Martha Perry, New York City.

New York City Chapter: Committee on Training Courses, 1936-37; Executive Committee, 1937. National: Division on Personnel Standards, 1937-38; Special Committee on Program, 1940; Report Committee, Delegate Conference, 1939.

B.A., Vassar, 1930; Certificate, New York School of Social Work, 1933.

Caseworker, New York Charity Organization Society, 1932-37; Executive Secretary, New York City Chapter, AASW, 1937-.

Nominating District 9

E. Marguerite Gane, Buffalo.

Buffalo Chapter: Executive Committee, 1930-36; Chairman, Field of Social Work, 1936-38; Chairman, Division on Personnel Standards, 1939-40; Member of Committees on Membership, 1934, Personnel Standards, 1936, Codification of Welfare Laws, 1937-38, Joint Vocational Service, 1938-39, Purpose, Function & Structure, 1938-40. National: Member of National Council, 1930-33, Subcommittee on Standards of Approved Agencies, 1930-33, National Membership Committee, 1931-34, Division on Personnel Standards, 1934-35.

Courses: Simmons School of Social Work, Boston University and Harvard.

Executive Secretary, Buffalo Children's Aid Society and Society for Prevention of Cruelty to Children, 1932-; Faculty, University of Buffalo, 1930-40.

Rev. Walter McGuinn, S.J., Boston.

Boston Chapter: Executive Committee, Chairman, Committee on Purpose, Function and Structure, 1938-39; Civil Service Committee, 1939-40; Chapter Sponsoring Committee, American Society for Public Administration, 1940. National: Report Chairman, Delegate Conference, 1939.

B.A., Holy Cross, 1919; M.A., Woodstock, 1925; Theological Studies, Weston College, 1928-32; Diploma, 1934, and Ph.D., 1935, Fordham University School of Social Work.

Faculty, Fordham University School of Social Work, 1934-35; Dean and Professor of Philosophy of Social Work, Boston College School of Social Work, 1936-.

NOMINATING COMMITTEE MEMBERS (Nine to be elected, one from each region)

Nominating District 1

Hugo B. Anderson, Utah.

Utah Chapter: Chairman, Committee on Government and Social Action, 1937-39; Chapter Chairman, 1940-41.

A.B., University of Utah, 1911; J.D., University of Chicago Law School, 1914.

Executive Secretary, Community Chest, Salt Lake City, 1929-; Lecturer, University of Utah School of Social Work, 1934-.

Anita Eldridge, San Francisco.

San Francisco Chapter: Chairman, 1933-34; Vice-Chairman, 1932-33. National: Member, National Council, 1932.

Executive Secretary, California Conference of Social Work, 1922-.

Nominating District 2

Mrs. Val M. Keating, South Texas.

South Texas Chapter: Executive Committee, 1937-1940; Chairman, 1938-39.

B.A., St. Catherine College, St. Paul, 1924; M.A., Catholic University, 1926; Diploma, National Catholic School of Social Service, 1926.

State Director of Social Service, Texas Relief Commission, 1934-36; Associate Director, State Division of Employment, WPA, San Antonio, Texas, 1935-.

Beth Muller, Arkansas.

Chairman, Membership Committee, Harrisburg Chapter, 1932-33; Chairman, Program Committee, Arkansas Chapter.

B.A., Grove City College, 1921; graduate work, New York School of Social Work and Chicago University School of Social Service Administration.

Director of Training, Child Welfare Division, Louisiana State Department of Public Welfare, 1936-37; Field Work Instructor, School of Social Work, Tulane University, 1936-37; Director, Child Welfare Division, State Department of Public Welfare, Arkansas, 1937-.

Nominating District 3

Lillian Casley, Denver.

Denver Chapter: Member: Government and Social Work Committee, 1931, Membership Committee, 1932, 1933, Housing Committee, 1932, 1935, Interpretation Committee, 1938-39, Executive Board, 1936-37; Chairman, Transient Committee, 1935-36, and Delegates Committee, 1940; Chapter Vice-Chairman, 1937; Chapter Recording Secretary, 1939.

A.B., University of Denver, 1927; graduate work: University of Colorado, 1929, 1930; University of Denver, 1931-1939; New York School of Social Work, 1931; School of Social Service Administration, University of Chicago, 1937-38.

District Supervisor, Denver Bureau of Public Welfare, 1935-36; General Case Supervisor and Assistant Director, Denver Bureau of Public Welfare, 1936-37; Field Work Supervisor, School of Social Service Administration, University of Chicago, 1937-38; Assistant Secretary, Social Service Bureau, Denver, 1938; Executive Secretary, Social Service Bureau, Denver, 1938-.

Helen Rowe, Twin City.

Chairman, Education Committee, Puget Sound Group, Washington State Chapter, 1938.

B.A., Antioch College, 1931; M.S., Western Reserve University School of Applied Social Sciences, 1934.

Executive Secretary, Neighborhood House, Salt Lake City, 1934-37; Executive Secretary, Washington State Conference of Social Work, Seattle, 1937-39; Group Worker, St. Paul Project, United States Children's Bureau, 1939-.

Nominating District 4

Mildred Arnold, Indianapolis.

Member, Executive Committee, Indianapolis Chapter, 1939-40.

B.S., University of Chicago, 1924; graduate work, School of Social Service Administration, University of Chicago.

Executive Secretary, Children's Service League of Sangamon County, Illinois, 1929-36; Director, Children's Division, Indiana Department of Public Welfare, 1936-.

Claudia Wannamaker, Chicago.

Chicago Chapter: Secretary, 1930-32; Executive Committee, 1937-38, 1939-41; Chairman, Membership Committee, 1933-35; member, 1939-40; Chairman, Committee on Committees, 1937-39; Member, Committee on Personnel Practices, 1933-38, 1939-40, co-chairman and secretary part time. National: Division on Employment Practices, 1937-39; National Membership Committee, 1939-40.

Member, American Association of Psychiatric Social Workers.

Graduate, Nashville Training School; Courses, Chicago School of Civics and Philanthropy.

Chief of Recreation Service, Illinois Institute for Juvenile Research, Chicago, 1920-.

Nominating District 5

Mrs. Marie S. Baber, Columbus.

Columbus Chapter: Executive Committee, 1932-35; Civil Service Committee, 1934-36; Employment Practices and Personnel Standards Committee, 1938-39; Chairman, Program Committee, 1933-37; Chapter Vice-Chairman, 1937-38; Chapter Chairman, 1938-39. Chairman, Ohio Council, 1939.

B.A., Ohio State University.

Intake Supervisor, FERA and Franklin County Relief Administration, 1935-37; General Case Supervisor, Columbus Division of Public Charities, 1937-38; Placement Secretary, Junior League of Columbus and Volunteer Service Bureau, 1938-.

Harold Silver, Detroit.

Detroit Chapter: Chairman, 1934-35; Chairman, Committee on Interpretation, 1937-38; Chairman, Committee on Secretarial Service, 1938-40; Member, Executive Committee, 1935-40; Editor, Chapter Bulletin, 1936-37. National: Division on Government and Social Work, 1937-38.

Ph.B., University of Chicago, 1922; Certificate, Graduate School for Jewish Social Work, 1926, M.S.S., 1934.

Director, Jewish Social Service Bureau, Detroit, 1933-.

Nominating District 6

Genevieve Gabower, Washington, D. C.

Member, Personnel Practice Committee, Chicago Chapter, 1934-36.

B.A., College of St. Teresa, Winona, Minnesota,

1928; M.A., School of Social Service Administration, University of Chicago.

Case worker, and Supervisor of Intake, Childrens and Minors Service, Chicago, 1934-36; Supervisor of Probation, and Director of Social Work, Juvenile Court, Washington, D. C., 1936-; Lecturer, National Catholic School of Social Service, Washington, D. C., 1938-.

Walter L. Stone, Nashville.

Akron Chapter Organization Committee, 1923; Nashville Chapter: Organization Committee, 1935; Chairman, Membership Committee, 1936-37; Chapter Chairman, 1938; Secretary, Tennessee Division, 1937.

B.A., YMCA Graduate School, 1929; M.A., Vanderbilt University, 1930; Ph.D., Vanderbilt University, 1933.

Professor of Group Work, YMCA Graduate School, Nashville, 1928-35; Director of Research, Council of Community Agencies, Nashville, 1936-; Instructor in Group Work, part time, Scarritt College, Nashville, 1936-; Director of Vocational Guidance, Watkins Institute, Nashville, Tennessee, 1938-.

Nominating District 7

Alvin R. Guyler, Philadelphia.

Philadelphia Chapter: Division on Government & Social Work, 1937; Executive Committee, 1938-39; Chapter Chairman, 1939-41. Pennsylvania Division: Chairman, 1936-38; Chairman Civil Service Committee, 1938-40. National: Member, Division on Government and Social Work, 1936-39; Nominating Committee, 1939-40.

B.A., Syracuse University, 1924; Diploma, New York School of Social Work, 1931.

Assistant Administrator, Pennsylvania State Emergency Relief Administration, 1934-37; Program Director, Public Charities Association of Pennsylvania, 1937-.

Claire Thomas, Pennsylvania.

Philadelphia Chapter: Recruiting Committee, 1935-36; Chairman, Nominating Committee, 1937-38; Executive Committee, 1937-38; Committee on Interpretation and Protection of Case Records, 1937-38.

B.A., Smith College, 1930; Vocational Certificate, Pennsylvania School of Social Work, 1932, M.S.W., 1936.

District Supervisor, Delaware County ERB, 1935-36; Executive Director, 1936-38; County Supervisor, Delaware County Department of Public Assistance, 1938-; Faculty, Pennsylvania School of Social Work, 1939-.

Nominating District 8

Mrs. Alvan J. Martin, New York City.

New York City Chapter: Nominating Committee, 1938-39; Constitution Convention Committee, 1938-39; Executive Committee, 1939-40; Chairman, Nominating Committee, 1939-40.

A.B., Talladega College; Diploma, New York School of Social Work.

Case worker, Community Service Society, 1935-.

Margaret Wead, New York City.

New York City Chapter: Secretary, 1927-29; Treasurer, 1937-39; Chairman, Finance Committee, 1937-39; Executive and Finance Committees, 1939-40; Committee on Responsibilities for Chapter Administration, 1938-39. National: Subcommittee on Criteria for

Approved Agencies, National Membership Committee, 1935-37; Subcommittee on Retirement Planning, Division on Employment Practices, 1937-38.

A.B., Vassar College; graduate work: Chicago School of Civics and Philanthropy, New York School of Social Work.

Secretary, Department of Studies and Information, and Membership Secretary, Family Welfare Association of America, 1934-.

Nominating District 9

Harry M. Carey, Boston.

Chairman, Northeastern Pennsylvania Chapter, 1930; Executive Committee, Rhode Island Chapter, 1935. National: Finance Committee, 1935-36.

B.A., University of Michigan, 1920; Graduate, Ohio State University Course for Chest Executives, 1920-21.

Executive Secretary, Providence Community Fund, 1934-40; Secretary, Providence Council of Social Agencies, 1934-40; Instructor, Community Organization, Boston College School of Social Work, 1936-39; Executive Director, Community Federation of Boston, 1940-.

Mrs. Glenna B. Johnson, Buffalo.

Buffalo Chapter: Chairman, Committee on Employment Practices, 1934-37; Chapter Vice-Chairman, 1938-39; Chapter Chairman, 1939-40. National: Division on Employment Practices, 1934-35.

Member, American Association of Psychiatric Social Workers.

B.A., Syracuse University, 1926; M.S., School of Applied Social Sciences, Western Reserve University, 1928.

District Secretary, 1934-36, Supervisor of Case Work, 1936-, Family Service Society, Buffalo; Instructor (part time) in Case Work, University of Buffalo School of Social Work, 1934-36.

NON-CHAPTER DELEGATES

(Six to be elected)

Louise Cuddy, Idaho.

B.S., University of Idaho; graduate work: Oregon State College and University of Oregon; University of Washington School of Social Work; University of Chicago School of Social Service Administration.

Federal Transient Program, Idaho, 1935; Idaho Cooperative Relief Agency, 1936; Supervisor, Child Welfare Services, Idaho, 1936-.

Eleanor Ferris, Fort Wayne, Indiana.

Treasurer, Indianapolis Chapter, 1935-36.

Indianapolis Teachers College, 1916-17; graduate work: National Catholic School of Social Work, 1921-22; Teachers College, Columbia University, 1927-28.

Catholic Charities Bureau, Indianapolis, 1930-37; Associated Catholic Charities, Fort Wayne, 1937-.

Persis S. Holden, Vermont.

B.A., Vassar, 1920; M.S., Simmons School of Social Work, 1921; graduate work, Merrill-Palmer, Cornell University and Teachers College.

General Secretary, Vermont Children's Aid Society, Burlington, 1932-.

Chester V. Lewis, New Mexico.

Bachelor of Association Science, George Williams College, 1930; Ph.B., University of Chicago, 1930; graduate work, University of Chicago, 1934-35, School of Social Service Administration, 1935-37.

Senior social case worker, Emergency Relief Homeless Men and Family Division, Chicago, 1935-36; Assistant supervisor social case work, Chicago Church Federation, Chicago Municipal Boys Court, 1936-37; Senior social case worker, Intake Department, Cook County Juvenile Detention Home, Chicago, 5 months, 1937; Personnel Division Benefit, Place and Service Department, Hawthorne Plant, Western Electric Company, Chicago, 1937-38; Child Guidance Director, Department of Interior, United Pueblo Agency, Albuquerque Indian School, 1938-.

E. M. Sunley, Morgantown, West Virginia.

Chairman, Iowa State Chapter, 1933 and 1934.

B.A., Kansas University, 1927; M.A., University of Iowa, 1934; Ph.D., University of Chicago School of Social Service Administration, 1938.

Instructor, State University of Iowa, Division of Social Administration, 1932-35; Head, Graduate Division of Social Administration, University of Louisville, 1936-37; Professor of Public Welfare, West Virginia University Department of Sociology and Public Welfare, 1938-39; Professor and Head, Department of Social Administration, West Virginia University, 1939-.

Wayne Vasey, Colorado.

Denver Chapter Interpretation Committee, 1936.

M.A., Denver University School of Social Work, 1936.

Case Aide, Denver Bureau of Public Welfare, 1935; Senior Worker, Denver Bureau of Public Welfare, 1936-37; Field Supervisor, Colorado State Department of Public Welfare, 1937-.